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DRAFT

this proves:

MEMORANDUM FOR: Deputy Director of Support

SUBJECT : Resignees of the Agency who have
Received External Training

① Career employees do not leave after getting training, therefore resigners only should be given external training
② The cost, projected at \$15, is very low and should decrease as our selection process improves
③ We don't need an agreement in our regulation book

1. This memorandum is for information in response to a request to the Director of Training for a report on employees of the Agency who received external training at the expense of the Agency and who were separated later from the Organization.

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The period covered in the report is Fiscal Year 1956 and the first quarter of Fiscal Year 1957.

2. Data in support of the summary are outlined in the charts that are identified as Attachment A and Attachment B.

3. Summary

a. Of a total of [redacted] employees who were separated from the Agency during this period, 94 received external training at a cost of approximately, \$30,000.00. This expenditure represents 6.4% of the average annual costs for external training.

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b. Of the 94 resignees, 67 remained to serve the Agency for

a period of time equivalent to, or in excess of, three times the

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duration of their external training: 27 did not.

c. Applying the principle that an individual discharges his obligation to the Government by serving a period of time equivalent to three times the duration of his external training before resigning, then the actual loss of investment to the Agency represented by resignation during the period of this study is 3 percent of the total average annual cost of external training. The cost amounted to approximately, \$15,000.00.

d. The chart identified as Attachment B provides an individual breakdown of 14 of these 27 resignees, 5 of whom left the Agency to enter private industry and 9 of whom left to complete their academic work or to resume teaching. These 14 were chosen for detailed study to reveal evidence, if any, of abuse of the Agency's external training opportunities. The remaining 13 of this group of 27 are not regarded as significant to the study since the stated reason for leaving is probably not relatable to the fact that they received external training.

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